

## DESIGNATED DEPUTY BENEFIT OVERVIEW

<b>BENEFIT</b>	<b>DESCRIPTION</b>
<b>Monthly Benefit Allotment</b>	\$2,060, to purchase medical, dental, and life insurance, with unused portion paid to you as cash
<b>Medical Health Plans</b>	Blue Shield PPO Blue Shield PPO Savings Plus 2250 (High Deductible Plan) Blue Shield HMO Kaiser HMO Kaiser HSA HMO 1500 (High Deductible Plan)
<b>Dental Plans</b>	Delta Dental (without orthodontic benefits) Delta Dental (with orthodontic benefits for children only) DeltaCare (PMI) Dental
<b>Vision Plan</b>	Medical Eye Services (MES) – Optional
<b>Life Insurance</b>	\$5,000 Term Life Insurance (Optional additional life insurance, paid by you, at 1X, 2X, or 3X your salary)
<b>Employee Assistance Program (EAP)</b>	Administered by MHN; Provides 3 employer-paid counseling sessions per event, as well as a variety of work and home life support services
<b>Term Life/ Accidental Death &amp; Dismemberment</b>	\$50,000 coverage paid by SCAQMD (Additional optional coverage paid by you)
<b>Principal Life</b>	\$245,000 universal life, with maximum \$250 monthly premium paid by SCAQMD
<b>Long-Term Disability Coverage</b>	Paid by SCAQMD
<b>Employee-Paid Long-Term Care Plan</b>	Optional
<b>Section 125</b>	Optional Plans (Medical Reimbursement; Dependent Care; Premium Conversion)
<b>Work Schedule</b>	Four 10-hour days, Tuesday through Friday
<b>Vacation</b>	182 hours per year
<b>Holidays</b>	12 paid holidays per year
<b>Sick Leave</b>	100 hours per year
<b>Other Leaves</b>	Bereavement; Catastrophic; Jury Duty; Military; Witness
<b>Professional Licenses &amp; Memberships</b>	Reimbursed up to \$300 per year; \$478 for attorney bar dues
<b>Physical Examination</b>	Reimbursed up to \$300 per year
<b>Salary Continuation Plan</b>	Eligible after one year of service
<b>Tuition Reimbursement</b>	Reimbursed up to \$2,000 per year
<b>Deferred Compensation (457 Plan)</b>	SCAQMD funds 3 times your contribution, up to the 2012 IRS maximum
<b>Health Reimbursement Arrangement (HRA Plan)</b>	Upon retirement, 100% of payout for Vacation and Sick leave is deposited into the HRA, to be used, on a tax-free basis, for post-retirement health care costs.
<b>Retirement</b>	<p>2.5% @ 67 defined benefit plan – Applies to employees hired on or after January 1, 2013 who, at time of hire, were not members of the San Bernardino County Employees' Retirement Association (SBCERA) or another public employee retirement system through which reciprocity may be established. For this plan, SCAQMD contributes 20.68% of gross salary plus certain other pay. Employees contribute 7.75%.</p> <p>2.0% @ 55 defined benefit plan – Applies to employees who, prior to January 1, 2013, were active members of SBCERA or another public employee retirement system through which reciprocity may be established.</p> <ul style="list-style-type: none"> <li>For employees hired on or after July 1, 2012, but prior to January 1, 2013, SCAQMD contributes 23.15% of gross salary plus certain other pay. Employees contribute from 7.77% to 14.03%, depending upon age at entry.</li> <li>For employees hired prior to July 1, 2012, SCAQMD contributes 29.49% of gross salary plus certain other pay. Employees contribute from 3.25% to 5.94%, depending upon age at entry.</li> </ul> <p>Employees pay only the Medicare portion of Social Security.</p>